

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-309682Date Filed
12/30/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer REI	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1405 NW Johnson Street Portland, OR 97209	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@rei.com
	h. Number of workers employed 170
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store	j. Identify principal product or service Outdoor Equipment
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about October 2022, the above-named employer has removed union-related literature from bulletin boards at the facility while allowing the posting of other non-work related literature. In about November 2022, the Employer, (b) (6), (b) (7)(C) interfered with, restrained, and coerced it employees in their Section 7 rights by instructing employees that union-related and protected, concerted activity-related postings were not permitted and were inappropriate. Since about (b) (6), (b) (7)(C) 2022, the Employer has reduced the hours of employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activities and protected concerted activities, cautioned (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) negative attitude because of (b) (6), (b) (7)(C) protected activities, threatened (b) (6), (b) (7)(C) with discipline, and denied (b) (6), (b) (7)(C) a shift swap.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) my knowledge and belief. (b) (6), (b) (7)(C) (Signature of Representative of person making charge) (Print/type name and title or office, if any)	
Address (b) (6), (b) (7)(C)	Tel. No.
	Office, if any, Cell No. (b) (6), (b) (7)(C)
	Fax No.
	e-mail (b) (6), (b) (7)(C)
Date Dec 30, 2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.